



# ST3 Paediatrics Applicant Guidance

# Round 2 August 2025



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# 1.1. Who are PAEDSNRO and what do we do?

From 1 July 2021, EU/EEA citizens will need to either provide confirmation that they have obtained EU settlement or pre-settled status, have another valid right to work visa (e.g., dependent visa) or will need to apply for Skilled Worker sponsorship.

Please note that medical practitioners are now part of the Shortage Occupation List, and the

#### 2.7.1 Special Circumstances

A standardised national process is available for all specialty recruitment to ensure that applicants with special circumstances and a requirement to train in a specific region are treated in a fair and consistent way.

Any applicant who falls into one of the following eligibility criteria can apply to have their circumstances taken into consideration, allowing them to be pre allocated into a post, subject to it meeting the requirements of entering Anaesthetics training:

**Criterion 1** – the applicant is the primary carer for someone who is disabled, as defined by the Equality Act 2010

**Criterion 2** – the applicant has a medical condition or disability for which ongoing follow up for the condition in the specified location is an *absolute* requirement.

**Criterion 3** – the applicant is in the process of adopting a child where there is a r and coor w c1ting s 166[c1ting Criedition 5.98389()-225on 33 1

If applicants have been scored in previous rounds or recruitment years and their score is different to what has been awarded for this year, the score will not be able to be transferred

There is no opportunity for a review of marks unless the applicant can show clear evidence that a part of the shortlisting process has not been carried out in accordance with the scoring criteria

There will also be no opportunity to amend or add more evidence to your application form after it has been submitted

PaedsNRO, via Oriel, will provide applicants the maximum possible shortlist score and the shortlist score and/or rank required to be invited to interview

An applicant's overall shortlisting score can be found by going into the ST3 application on Oriel and selecting "Shortlist"

Upon request, applicants can request confirmation of their rank

#### 4. Longlisting

All applications will be assessed against the essential criteria outlined in the ST3 Paediatrics Person Specification (2025) which can be found <u>here.</u>

Applicants that fail to demonstrate that they meet all the essential criteria by the closing date for applications will not progress any further. It is the applicant's responsibility to fully demonstrate in the application form their eligibility for the post applied for.

### 4.1. Assessment of Completion of Stage 1 Training

All applicants to ST3 posts are required to provide evidence of that they,

Anybody who is not covered by the above: Applicants who do not fall in any of the above categories will be required to demonstrate that their experience to date has enabled them to successfully complete competences equivalent to those of a trainee in a UK approved paediatric training programme for Level 1. Applicants will need to provide evidence at the point of application (via Oriel) by submitting a fully completed Certificate of Completion of Core Paediatric Training Capabilities 2024 or 2025. This

The Online Interview booking window is **Monday 17th February 2025 to Wednesday 19th February 2025** Slots will be available on a first come; first served basis.

# 6.4. Online Interviews

Each Assessor will be using a scoring framework tailored towards the specific scenario

Only the two assessors on the panel will take part in scoring the applicant. Observers have no role in the assessment of an applicant nor in deciding the appointability of an applicant at any stage of the process.

#### 7. Offers

All offers will be made via Oriel by PAEDSNRO. Offers received in any other way will be deemed invalid. If an applicant is made an offer, they will need to respond to this on Oriel.

Applicants will be ranked in a single national list based on their performance at their online interview. Offers are made in rank order based on an applicant's national ranking.

Tied ranks occur when applicants achieve the same overall score. The applicants' unique rank will be achieved in the following order:

- 1. Overall Score
- 2. Clinical thinking and Governance & Leadership
- 3. Communication and Reflective Practice
- 4. Clinical thinking Assessment
- 5. Clinical thinking Escalation
- 6. Communication listening and non-verbal skills
- 7. Communication verbal skills

The first wave of offers will be sent out by PAEDSNRO by 17:00pm (UK GMT) on Wednesday 26<sup>th</sup> March 2025. Please note, this date can be subject to change – applicants will be informed of any change via an e-mail direct from Oriel and a message will be posted on the RCPCH website.

We ask that applicants do not contact PAEDSNRO about offers prior to this date, as it could delay the release. This date can be subject to change – applicants will be informed of any change via e-mail direct from Oriel and a message will be posted on the RCPCH website.

Applicants will be given 48 hours (exclusive of weekends) to respond to an offer. Applicants

This automatic upgrade **cannot** be reversed. Applicants must opt **out** of upgrading if they do not wish to be considered for a higher preferenced post than the one they have.

Once applicants have been upgraded, they will be contacted via an automated email message to inform them of this. Details of the upgrade will be made available on the Oriel System.

It is not the responsibility of PAEDSNRO or the region where an applicant's post is based to chase up outstanding references that may be requested once the Oriel deadline has passed. This responsibility lies solely with the applicant.

Once the deadline for submission of references to Oriel passes, the responsibility then moves to the employing organisation; any outstanding references will be requested from the referee by the employing organisation when they complete all pre-employment checks.

#### 8.1. Reference Requests

Reference requests are an automated process in Oriel. A request will be triggered and sent electronically to an applicant's nominated referees when they accept or, accept with upgrades an offer of Paediatrics training. To ensure that the requests are not blocked or filtered by their referees' email providers, applications are strongly advised to inform their referees to add noreply@oriel.nhs.uk to their email whitelist.

Referees are required to submit references electronically, using the online referee portal in Oriel. Applicants will be advised, via their Oriel portal, when their referee has submitted a reference.

Should a referee have any issues accessing the request, please contact PAEDSNRO directly.

## 8.2. Changing Your Nominated Referee

For any references that have not yet been submitted applicants are able to update the details of, or change, their nominated referees. However, if a referee has already submitted the reference, applicants will not be able to make any changes to their details.

If changes to the email address for a referee is made, a new reference request will be sent to the newly provided email address, and the original request will be withdrawn.

#### 9. Feedback

Applicants will be given feedback throughout the recruitment process and will not need to make a formal request to receive it.

Applicants who are rejected at the longlisting stage will be advised of the reason their application was rejected.

If shortlisting is deployed, scores will be disclosed before the invites to interview have been sent. Where capacity enables all applicants to be interviewed, shortlisting scores will be disclosed along with online interview feedback.